



Pay Engine Project

Payroll/Personnel System Overview

(DRAFT)

Introduction

The NFC successfully payrolls 450,000 employees of the U.S. Department of Agriculture and approximately 60 other Federal agencies across the United States and its territories. With changing customer needs and ever evolving technology, the NFC has undertaken an initiative to replace its current payroll system with a new modern state-of-the-art “payroll engine.” For over 15 years, one of the two most important systems to Federal Government servicing has been the Payroll/Personnel System. This system has been expanded to accommodate not only the “average” Federal employee personnel record keeping and payroll but now accommodates over 100 types of Federal and quasi-Federal employees. While functionally rich, the system itself is quite old in terms of information system standards. For this reason, NFC has a requirement to replace its Payroll/Personnel System with a new system for the Center’s current and future client base. Additionally, it will accommodate agency specific needs and provide improved integration with financial and other systems. Fundamentally, this system is envisioned to be more information friendly while costing clients less to operate. The purpose of this document is to provide an overview of the current NFC Payroll/Personnel System (PPS) and the long-term intentions for the PPS system applications.

Payroll/Personnel System

The National Finance Center's (NFC's) Payroll/Personnel System (PPS) is a full-service, integrated payroll/personnel system offering a full range of personnel and payroll processing. PPS includes the processing of the SF-52, Request For Personnel Action, awards, allotments, bonds, performance appraisals, health and life insurance, thrift savings plan, tax documents, severance pay, leave records, and payroll-related financial reporting operations for the entire Department of Agriculture and numerous other Federal and non-Federal departments on a biweekly basis. The PPS maintains employee data starting with the hiring of the employee and ending with separation/retirement and years thereafter.

This section presents the following topics that relate to PPS.

Integrated System

Personnel Actions

Payroll Transactions

Time And Attendance Reporting

Inquiry

Reports

Security

Integrated System

The PPS is an integrated system, linking personnel action processing and payroll activities. PPS uses a database concept which permits the integration and sharing of data records among many modular subsystems. The database consists of current and prior salary payment information, personnel actions, name and address information, and time and attendance data. These records are maintained so that information can be accessed randomly. As personnel actions and payroll documents are processed each pay period, updated data replaces existing data elements on PPS database.

The system also interfaces with accounting systems and various other administrative systems, which facilitates the reporting processes. The As-Is Diagram (Exhibit 1) displays the current applications and interfaces that make up the integrated NFC Payroll/Personnel system. The As-Is diagram has been color coded to reflect the long-term intentions of these systems in light of this replacement effort. The color coding is broken into two categories, System Intentions and Type of System. There are two different colors representing system intentions identified as follows:

Replace - applications that will have to be replaced by the new payroll system

Interface - applications that will have to interface with the new payroll system

There are three different colors representing types of systems:

Personnel - applications that process personnel data

Payroll - applications that process payroll data

End of Pay Period - applications that are processed at the end of each pay period

Personnel Actions

With the Title 5 CFR, Office of Personnel Management's (OPM's) Guide to Processing Personnel Actions, and Central Personnel Data File (CPDF), requirements as its foundation, personnel actions are processed simultaneously with payroll documents to form a comprehensive payroll/personnel history. PPS uses this history (maximum of 26 pay periods) to make retroactive pay adjustments and retrieve employee information automatically. Personnel actions can be entered in the system as they are received, regardless of the effective date. They are held until the effective processing pay period. The system incorporates edit messages, including validation of the social security number, agency code, date of last nature of action code, and salary information. These controls ensure the accuracy of reports generated and the accuracy of salary payments.

Payroll Transactions

PPS computes pay for employees who are under many different pay plans. Miscellaneous deductions including taxes, retirement, social security, health and life insurance, savings bonds, charitable contributions, union dues, and allotments to financial organizations, are automatically processed through the system upon receipt of appropriate documentation from the agencies/employees. In addition, salary deductions such as tax levies,

child support, and alimony are processed. Through interfaces with other administrative systems, collections can be made for salary overpayments and outstanding travel advances.

Time And Attendance Reporting

Time and attendance data includes the number of hours worked each pay period, leave earned and used, and allowance and differential entitlements. Transaction codes (TCs) are used on the Time and Attendance Report (T&A) to record the number of hours worked, leave used and earned, and allowance and differential entitlements. T&A data is prepared, certified, and electronically transmitted to NFC from agency locations after the close of each pay period for pay computations. The T&A is then processed and edited through the T&A Validation System (TIME) and the data is applied to PPS database.

Inquiry

Once the payroll/personnel and T&A data has been successfully processed, it can be verified by accessing various inquiry systems.

Reports

The current and historical information related to personnel, pay, leave, employment status, and statistical information is available to prepare personnel and other related reports. System output ranges from payroll and bond tapes to reports such as organization and position listings, retirement eligibility listings, average grade level trend reports, and personnel status reports.

Security

NFC secures access to the data residing in PPS. Multiple layers of stringent security measures are in place to secure data on NFC's mainframe. The data residing on the mainframe is protected using CA-Top Secret Security software.

System access is controlled to provide protection for software and data resources. The security and integrity of PPS database are supported through the use of user identification numbers (User ID's) and passwords. Access authority must be requested from the agency's security officer.

NFC is responsible for securing not only the data residing on the mainframe computer, but also the connectivity to the mainframe computer. Connectivity to NFC's mainframe computer is either local or remote. Remote access includes any access through a line not physically connected to the mainframe computer. NFC supports the following types of remote access:

- # Transmission Control Protocol/Internet Protocol (TCP/IP)

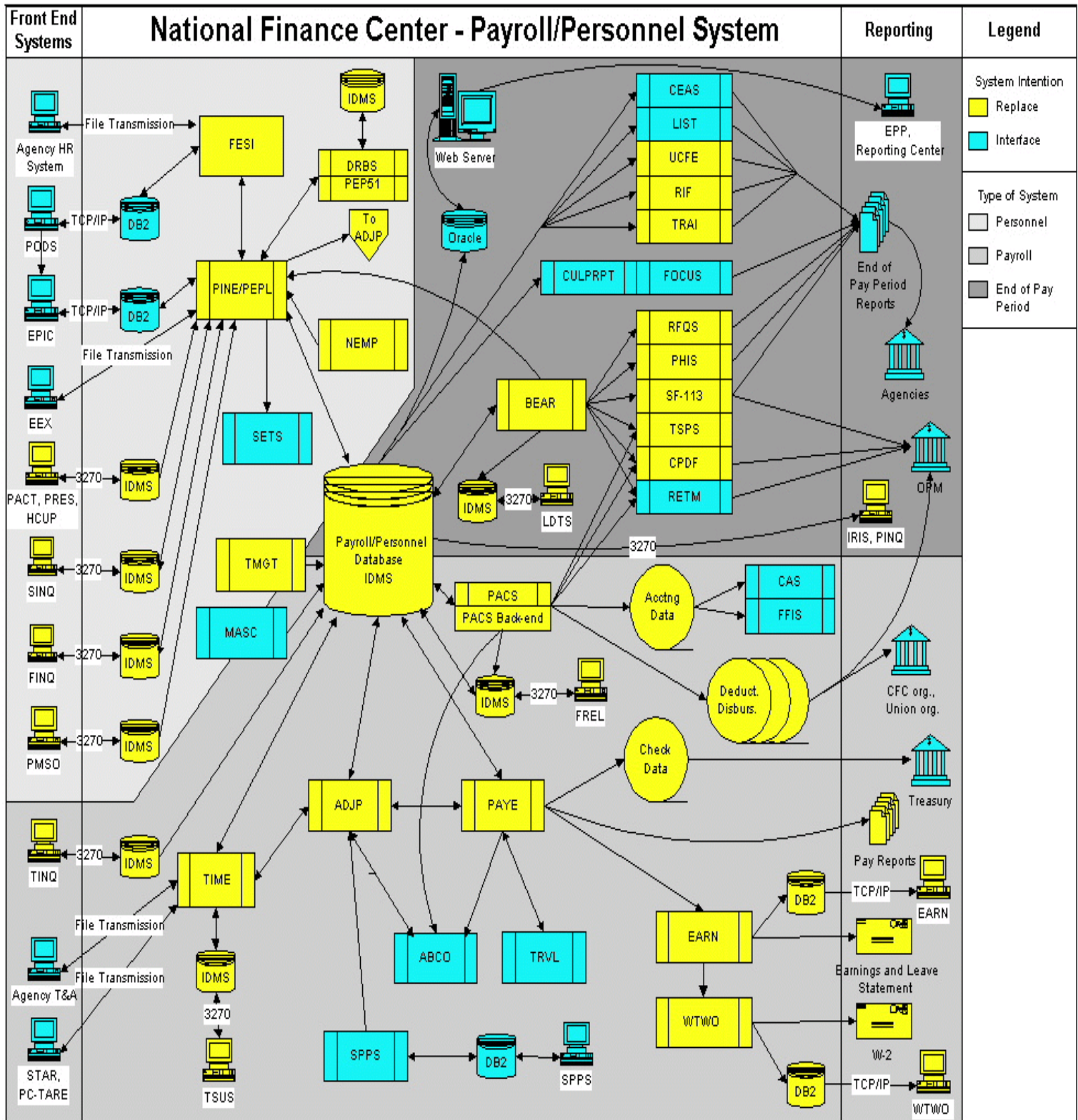
- # Connect/Direct
- # Web Server
- # FTS2001
- # Point to Point Leased Lines
- # USDA Intranet
- # X.25 Connection

Remote access to sensitive data must be made through a secure connection using encryption technology. NFC supports the following secure connections:

- # Firewall to Firewall
- # Gateway to Gateway
- # SecureRemote Client to Checkpoint Firewall
- # Entrust/SecureRemote Client to NFC
- # Direct Connection (Line/Router)

PPS database contains “sensitive data” (i.e., data that requires special or extra protective measures); therefore, all remote connections to NFC for the purpose of accessing PPS database will be required to connect using a secure connection.

Exhibit 1 - As-Is Diagram



Payroll/Personnel Processing

As previously mentioned, PPS is an integrated system that links personnel action processing and payroll activities. PPS is comprised of various subsystems that (1) are menu driven, (2) provide online entry and query functions, (3) perform edits to ensure that data entry meets established specifications, and (4) provide reports. These applications interface with each other to form the integrated PPS. The system, which calculates payroll in 2-week cycles, processes both electronically entered and system generated actions (e.g., within-grade increase). Adjustments affecting salary can be processed systematically for up to 26 pay periods. In addition to receiving standardized reports, clients may execute ad hoc FOCUS reports against any of the 900 data elements maintained in PPS database.

The payroll/personnel processing period revolves around a 2-week cycle. Payroll and personnel transactions are entered and transmitted during the 2-week cycle, and employees' time is recorded and transmitted at the end of the 2-week cycle. The payroll/personnel processing cycle consists of:

- # The entry and transmission of payroll/personnel data by the agency/bureau
- # The processing of the data by NFC through PPS

This section presents the following topics that relate to the processing of payroll and personnel transactions:

Data Entered By The Agency/Bureau

Data Processed By NFC

Verifying Data

Reporting

Other System Interfaces

Accounting

Data Entered By The Agency/Bureau

During each 2-week pay period, agencies enter payroll and personnel transactions using a variety of entry systems.

Payroll, Personnel, And Position Data

Payroll and personnel transactions may be entered through one of the following systems:

- # Personnel Action Processing System (PACT)
- # Entry Processing Inquiry and Correction System (EPIC)

- # Payroll/Personnel Remote Entry System (PRES)
- # Personnel Office Desktop Solutions (PODS)
- # Employee Express (EEX)
- # Front-end System Interface (FESI)
- # History Correction Update Processing System (HCUP)

Historical personnel actions are entered in HCUP. HCUP allows correction and cancellation of historical personnel actions which exist in the Personnel History Information System (PHIS). It also allows for the entry of late, newly required, and replacement personnel actions in PHIS. PHIS is a database that currently stores 7 years of historical payroll and personnel data.

Position data is entered through one of the following systems:

- # Position Management System (PMSO)
- # PODS
- # FESI

Certain data (e.g., pay plans, etc.) that are entered in the above systems are verified in the Table Management System (TMGT) before they are accepted as valid data.

Payroll, personnel, and position data is edited in the Personnel Edit Subsystem (PINE). This data must pass PINE edits before it is applied to PPS database.

Time And Attendance Data

Time and Attendance (T&A) data is entered in NFC's Personal Computer Time and Attendance Remote Entry System (PC-TARE), System for Time and Attendance Reporting (STAR), or an agency's time and attendance system through T&A interface. T&A data is transmitted electronically from locations every 2 weeks to NFC. The data is edited in the front-end system before transmission and is then further edited when processing through the T&A Validation System (TIME). TIME processes on the first Sunday of the pay period until the final pass of PAYE completes.

Special Payroll Processing

Payments for quick service payments, final salary payments for indebted employees, and payments to the estate of a deceased employees, are transmitted to NFC by utilizing the Special Payroll Processing System (SPPS). SPPS performs the following functions:

- # Generates a payment record which is certified at NFC.
- # Calculates payroll and other forms of compensation as part of PPS on a daily cycle.
- # Accesses data necessary to perform routine edits, calculates payments, and obtains employee

address information from PPS database.

- # Feeds collection and receivable records to the Administrative Billings And Collections (ABCO) system for accounting purposes.

Data Processed By NFC

The data transmitted from agencies to NFC is processed in NFC's internal processing systems. These systems edit, reject/accept, retain/release transactions, then update PPS database. Other internal systems (1) process adjustments, (2) calculate payroll, (3) produce output data that is disseminated to agencies and the Office of Personnel Management (OPM), and (4) prepare the database for the next pay period processing.

Personnel Edit Subsystem (PINE)

As previously mentioned, all payroll/personnel, and position data is edited in PINE. PINE edits data released from PACT, PODS, PRES, EPIC, PMSO, HCUP, and FESI before it is applied to PPS database and compare the employee's database record to the data being entered. PINE processes personnel actions and payroll transactions Monday through Friday of each week and on the first Saturday of the pay period, regardless of the effective pay period.

Payroll/personnel transactions that pass PINE edits with a current or prior effective pay period are sent to the Personnel Processing System (PEPL) to update PPS database.

Payroll/personnel transactions that pass the PINE edits and have future effective dates are sent to the future file. These transactions remain in future file until the processing of the effective pay period. During the effective pay period these transactions are re-edited in PINE and either applied to PPS database or sent to suspense.

Personnel actions and payroll transactions that do not pass the PINE edits (regardless of the effective pay period) are placed in suspense, and a PINE message appears on the Listing of Personnel Error Messages Report. Customers refer to this report and access one of the following systems to correct any discrepancy(ies):

- # EPIC
- # Suspense Inquiry and Correction System (SINQ)
- # FESI

Suspense reports are available through the following systems:

- # EPIC
- # Report Generator System (CULPRPT)
- # Table Management System (TMGT), Table 022, Payroll/Personnel Document Report

The suspense reports provide the actual errors that prevent documents from applying to PPS database as well as other suspense-related information.

Once a personnel action is applied to PPS database, agencies may use the Pullers for Payroll/Personnel Documents (PEP51) to retrieve it from PPS database. These actions can be placed in suspense for modification, by the Document Rollback System (DRBS), instead of processing a correction or cancellation action.

Personnel Processing System (PEPL)

PEPL performs the update function in the personnel area of PPS database. All documents that are successfully processed in PINE are released to PEPL for necessary updates or modifications to PPS database. PEPL performs the update function of the personnel areas of the database. It also produces a log of all transactions applied to the database as well as statistics and management reports.

T&A Validation System (TIME)

TIME performs all editing and validating necessary for acceptance of T&A data for payment. TIME utilizes PPS database and table files in the edit validation process. This data must pass the TIME edits before it is applied to PPS database.

Adjustment Processing System (ADJP)

ADJP provides for automatic handling of a variety of payroll adjustments. This system revalidates Time and Attendance (T&A) reports and late personnel actions, performs the debit and credit routine, calculates the difference, and compensates or collects the data accordingly. The automatic adjustment period is 25 prior pay periods plus the current processing pay period for a total of 26 pay periods that can be adjusted.

Form AD-343, Personnel Action Request, may be required for certain adjustments (e.g., back pay with interest, Thrift Savings Plan Adjustments, etc.). Also, an AD-343 must be submitted for adjustment to pay for employment with a previous agency regardless of the adjustment period. PPS will not automatically recompute these adjustments. If the adjustment period exceeds 25 pay periods, whether the employee was underpaid or overpaid by the current or previous agency, the current agency must submit an AD-343 for processing.

Payroll Processing System (PAYE)

At the end of each pay period, payroll, personnel, and T&A data as mentioned above are processed through the Payroll Processing System (PAYE). PAYE processes on the first Thursday and Friday or Saturday after the pay period closes. PAYE:

- # Computes the employee's gross pay.
- # Applies specified deductions.
- # Applies adjustments.
- # Calculates the net amount due.
- # Prepares the salary data issued by the Department of the Treasury.
- # Processes and reports to appropriate organizations, the deductions for Federal, state, city, and county taxes, savings allotments, bonds, charitable contributions, membership dues, etc.
- # Updates PPS database.
- # Feeds data to the Statement of Earnings and Leave System (EARN).

Bi-Weekly Examination Analysis And Reporting (BEAR)

BEAR analyzes payroll and personnel transactions that occurred during the processing of the pay period. BEAR sets up the current pay period for payroll and personnel related information and closes out the prior pay period. This process is repeated for each pay period. BEAR generates a multiple of end-of-pay period report notifications and generates certain personnel actions (e.g., within-grade increase).

Verifying Data

Once the data has been successfully processed, it can be verified by accessing various inquiry systems.

Payroll/Personnel Inquiry System (PINQ)

PINQ allows customers to view employee pay and personnel data in PPS database. The data displayed in PINQ is the result of payroll/personnel transactions processed in PPS.

Information/Research Inquiry System (IRIS)

IRIS allows customers to view both current and historical payroll/personnel data. IRIS has replaced the History Inquiry System (HINQ) and will replace the Payroll/Personnel Inquiry System (PINQ). The data displayed in IRIS is the result of payroll/personnel transactions processed in PPS.

Future Inquiry System (FINQ)

FINQ allows customers to view actions that have been entered with future effective dates. It also provides a detailed display of personnel actions that are held in FINQ. Actions in FINQ have passed

the PINE edits. Future actions which have not passed the PINE edits are sent to SINQ and EPIC.

Time Inquiry - Leave Update System (TINQ)

TINQ allows customers to view employee's leave records. TINQ is also used to transfer leave data from donors to approved leave recipients participating in the Leave Sharing Program.

Statement Of Earnings And Leave System (EARN)

EARN allows customers to view and print up to 26 pay periods of Form AD-334, Statement of Earnings and Leave. EARN also updates the year-to-date file each pay period.

W-2 Online Processing System (WTWOINQ)/(WTWO)

WTWOINQ/WTWO allows customers to view the employee's W-2, Wage and Tax Statement. In addition, corrected W-2 information is also displayed in WTWOINQ when a corrected W-2 is issued.

There are 2 systems available with which to view employee's W-2 data. They are:

- # Block mode version.
- # Windows version. The windows version of the W-2 System also allows customers to print a W-2.

Employee Personal Page (EPP)

EPP allows employees to view their payroll, leave, travel, life insurance, health insurance, savings bonds, and other personal information via the Internet. EPP is available on the NFC home page (www.nfc.usda.gov). Employees who use EPP are assigned a personal identification number (PIN) for access authorization.

The amount of information available for each employee will depend upon the services provided to that particular employee's agency.

Reporting

PPS generates recurring reports relating to pay, leave, employment status, etc. These reports are produced from information stored in PPS database. NFC currently provides data via standard, printed paper reports, electronic data transfer, microfilm, microfiche, CD-ROM, optical disk access, and downloads.

There are several other resources for which reports can be obtained for payroll/personnel data.

FOCUS Reporting System (FOCUS)

FOCUS is an online reporting system used to create and generate on an as-needed basis, ad hoc reports using data elements from PPS.

Report Generator System (CULPRPT)

CULPRPT is an online reporting system used to generate formatted payroll and personnel related reports.

Customized Executive Analysis System (CEAS)

CEAS is a reporting system designed in a Windows format. Agencies can produce predefined and customized reports by retrieving payroll/personnel data by organizational level or employee name.

Reduction In Force System (RIF)

RIF is an online report generator system that produces retention registers. Retention Registers provide a list of competing employees within a competitive level who are grouped by tenure, veteran preference, and length of service augmented by performance credit. The retention registers are sorted by grade, tenure group, and/or service computation date (SCD) into competitive levels using the following services:

- # Appointing authority within the excepted service
- # Type of work schedule
- # Grade or pay band
- # Occupational series
- # Pay schedule
- # Supervisory code

The information on the retention registers is obtained from PPS database to provide current and future personnel data according to user-specified selection criteria.

Other System Interfaces

After the 2-week payroll/personnel cycle is complete, PPS updates other NFC systems to produce statistical reports, etc.

Table Management System (TMGT)

PPS uses data contained in TMGT to validate values and descriptions for selected data elements used in PPS. TMGT also determines certain payroll/personnel functions (e.g., used by PAYE to determine schedule number). TMGT allows customers to inquire, update, request reports, and view documentation data for the various tables used in the application programs.

Administrative Billings And Collections (ABCO)

The interface with ABCO allows for the collection of outstanding debts due the Government. When a collection is made in PPS, PPS provides ABCO with the amount collected each pay period.

Retirement Application System (RETM)

RETM keeps track of all retirement deductions and other information needed by various retirement systems. A report of the amount of retirement that was deducted during the year is generated on an Individual Retirement Record, SF-2806 (CSRS)/SF-3100 (FERS), and submitted to OPM with the employee's retirement package. RETM maintains service history and retirement payroll data in a master record. This master record interfaces with the tracking record that is entered by the agencies/bureaus.

Security Entry And Tracking System (SETS)

SETS is used to complete and track security clearances and investigations for applicants, contractors, consultants, volunteers, and employees. SETS interfaces with PPS and PMSO to access individual payroll/personnel and position data and is updated after the processing of PINE. When PINE has completed, any changes to position data resulting in the processing of a personnel action or a change in certain data elements in PMSO will systematically update the personnel information in SETS.

Training Information System (TRAI)

TRAI is used to enter, correct, store, and query training data, and to report on training information. TRAI also provides an online file for training occurrences, and prints Standard Form (SF) 182, Request Authorization, Agreement, and Certification of Training, upon request. BEAR provides updates to all training records (current and historical) with the organizational structure (Department Level through Level 8), personnel office identifier, employee name changes, separation accession types, and employment status.

Travel System (TRVL)

NFC's TRVL interfaces with PPS to collect outstanding travel advances. Once the collection is made in PPS, PPS updates TRVL with the amount collected each pay period. Moving allowances processed in TRVL are also updated in PPS so the amount can be recorded on the employee's W-2, Wage and Tax Statement.

Unemployment Compensation For Federal Employees System (UCFE)

UCFE is used to provide immediate access to payroll and personnel data required in the completion of employment verifications and unemployment forms. UCFE data consists of data retrieved from PPS database and data entered via the UCFE Input function. UCFE maintains information for current employees within the last 12 quarters.

Thrift Saving Plan System (TSPS)

Each pay period PPS provides thrift savings plan (TSP) data to TSPS. The data provided to the TSPS includes information such as: deductions withheld for TSP each pay period, TSP loan repayment information, adjustments made to the employee's TSP account, and address information.

Accounting

PPS also contains data needed for updating various accounting systems after the 2 week payroll/personnel cycle is complete.

Payroll Accounting System (PACS)

PACS is an internal financial management system of NFC. PACS processes over 500,000 accounts. The system computes and reconciles payroll appropriation charges, feeds information to other systems, and produces numerous external and internal reports and Standard Forms (SF). PACS has two distinct, functional sides: accounting and reporting.

PACS accounting is referred to as the front-end processing of payroll information which includes:

- # the computation of employee benefits
- # the conversion of transaction codes to object classification codes for updating to the Central Accounting System
- # the distribution of monies from employee deductions
- # the validation of accounting data and treasury symbols
- # the balancing of employee records (i.e., gross pay to net pay)

PACS reporting is considered to be the back-end processing of payroll information. After PACS

accounting has computed and processed the data, the reporting side handles the distribution of monies such as charitable contribution and state and Federal taxes (*excluding financial allotments*), which are reported to outside entities. PACS reporting provides a wide array of external and internal reports and forms. These reports/forms are disseminated to various entities, such as client agencies, other Federal agencies and departments, health and life insurance carriers, etc.

Central Accounting System (CAS)

CAS is a database system that produces a complete range of financial management reports for agencies to control budget and operating plans, obligations, accrued expenditures, disbursement, and accomplishments.

Foundation Financial Information System (FFIS)

FFIS is a fully integrated financial package that is designed to meet stringent budget and funds control needs, as well as complex multi-fund accounting and reporting needs.

Nonautomated Processing

NFC's integrated Payroll/Personnel System has a manual payment process to cover those instances where special payments and deductions cannot be processed in PPS.

This section presents the following topics that relate to nonautomated processing.

Manually Paid Employees

Manual Salary Adjustments

Document Tracking System (DOTSE)

Manually Paid Employees

Employees receiving active salaries who cannot be paid in the automated PPS are paid through a manual pay process. Manually paid employees include the following categories:

- # Dual Appointments
- # Child Care and Alimony
- # Commercial Garnishment
- # Executive Appointments
- # Overseas Employees
- # Employees Paid Semimonthly
- # Employees Assigned to One Agency and Paid by Another
- # Employees Paid Partially or Entirely in Foreign Currency
- # Employee Whose Pay Exceeds \$99.99 per hour

Certain employees who do not work a regular tour of duty are paid through a manual pay process. The employee's regular tour of duty is defined by using the past five pay periods as a basis. These manually paid employees include the following categories:

- # Bankruptcy
- # Delinquent Educational Loans
- # IRS Tax Levies

Manual Salary Adjustments

Certain salary adjustments and other payments are also processed manually. These adjustments/payments include but, are not limited to:

- # Employee Indebtedness (except for separated employees which are processed in the Special Payroll Processing System (SPPS))
- # Advances in Pay
- # Cash Awards
- # Hardship Cases
- # Recertifications
- # Special Lump Sum Payments
- # Restoration Cases
- # Bureau of Employment Compensation Cases
- # Miscellaneous Adjustments (e.g., health benefits, life insurance premiums, membership dues, etc.)
- # Deposits for Military Service Credit
- # Civilian Service Credit Deposits for Periods of Reemployment
- # Salary Adjustment after 26 Pay Periods
- # Thrift Savings Plan (TSP) Financial Hardship Inservice Withdrawals
- # Death Gratuity Payments

Document Tracking System (DOTSE)

To accomplish the manual payment process:

Agencies complete Form AD-343, Payroll Action Request, or other support documentation and transmit these transactions via the Documents Tracking System (DOTSE). NFC will calculate and process the adjustment based on the agency's entry. NFC then updates DOTSE with the applicable information pertaining to the adjustment processing.

Agencies also use DOTSE to (1) view the status of all inquiries (i.e., telephone and written) received at NFC and (2) view the status of all manual payments received at NFC.

Payroll/Personnel Applications

PPS is comprised of various subsystems that (1) are menu driven, (2) provide online entry and query functions, (3) perform edits to ensure that data entry meets established specifications, and (4) provide reports. These applications interface with each other to form the integrated PPS.

Following are descriptions of the subsystems used for data entry, inquiry, correction, and reporting of data in PPS.

Also included in the list of payroll/personnel applications, are those alternate methods of entering data (e.g. Employee Express) and other systems that interface with PPS.

Adjustment Processing System (ADJP). ADJP provides for automatic handling of a variety of payroll adjustments. This system processes corrected and supplemental Time and Attendance (T&A) reports and late personnel actions.

Administrative Billings and Collection System (ABCO). ABCO provides for automatic handling of a variety of bills which, once recorded, are monitored until collected through an automated system. In this case the automated system would be PPS. ABCO alerts PPS when an employee has an outstanding debt due the Government. After collection of the debt through PPS, PPS alerts ABCO on how much was collected each pay period until the debt is paid in full.

Bi-Weekly Examination Analysis and Reporting (BEAR). BEAR analyzes payroll and personnel transactions that occurred during the processing of the pay period. It sets up the current pay period for payroll- and personnel-related information and closes out the prior pay period. This process is repeated for each pay period. BEAR generates a multitude of end-of- pay-period report notifications and generates certain personnel actions.

Central Accounting System (CAS). CAS is a database system that produces a complete range of financial management reports for agencies to control budget and operating plans, obligations, accrued expenditures, disbursement, and accomplishments.

Customized Executive Analysis System (CEAS). CEAS is a reporting system designed in a Windows format. Agencies can produce predefined and customized reports by retrieving payroll/personnel data by organizational level or employee name.

Document Rollback System (DRBS). DRBS is a subsystem of the Payroll/Personnel system used to store applied documents in suspense (SINQ, EPIC) when a user request a rollback process of an employee via the PEP51 online system.

Document Tracking System (DOTSE). DOTSE is an online database management system used to track manually processed transactions, process recertified payments, and enter and track written inquiries received at NFC.

Employee Express (EEX). EEX is an Office of Personnel Management's software package that allows current employees to enter payroll transactions and update their payroll database record via telephone, Internet, or kiosk. This method eliminates the need for the employee to complete and submit a payroll form to the

personnel office for processing in an entry system. Employees using EEX are assigned personal identification numbers (PIN) for access authorization.

Employee Personal Page. EPP is web-based system which provides all employees with secure electronic access to their earnings and leave statements, W-2 statements, travel data, and other key personal data. EPP is available on the NFC homepage at www.nfc.usda.gov.

Entry, Processing, Inquiry, And Correction System (EPIC). EPIC is a Windows-based payroll/personnel entry, correction, inquiry, and retrieval database system. The System allows customers to: (1) enter payroll and personnel transactions; (2) correct transactions that have failed the database edits; (3) execute status and suspense reports; (4) delete and restore transactions; (5) view future and current payroll/personnel transactions to be processed; and (6) generate personnel actions for requests entered in PODS.

Front-end System Interface (FESI). FESI is the interface between an agency's front-end entry system and NFC's PPS. These agency front-end entry systems are used to enter position, personnel, time and attendance, and selected payroll transactions. After entry, the transactions are batch transmitted to NFC for processing in PPS.

FOCUS Reporting System. FOCUS is a comprehensive information reporting system. FOCUS utilizes data contained in one or more databases to provide agency offices with ad hoc reporting capabilities on an "as needed" basis.

Future Inquiry System (FINQ). FINQ allows customers to view actions that have been entered through NFC's entry systems, EEX, and FESI with future effective dates. It also provides a detailed display of personnel actions that are held in FINQ. Actions in FINQ have passed the PINE edits. Future actions which have not passed the PINE edits are sent to SINQ/EPIC.

History Correction Update Processing System (HCUP). HCUP is used to enter corrections and cancellations to historical personnel actions and to enter late, replacement, and newly required personnel actions. HCUP allows customers to retrieve historical actions to (1) correct or cancel a history action and (2) insert late, replacement, and newly required actions without having to cancel intervening actions.

Information/Research Inquiry System (IRIS). IRIS is an online inquiry system that provides immediate access to both current and historical payroll/personnel data. IRIS has replaced the History Inquiry System (HINQ) and will replace the Payroll/Personnel Inquiry System (PINQ). The data displayed in IRIS is the result of payroll/personnel transactions processed in PPS.

Information/Research Inquiry System With Graphical User Interface (IRIS-GUI). IRIS-GUI provides IRIS customers with an up-to-date interface that (1) presents data in a user-friendly, Windows-type format and (2) integrates and uniformly displays information from multiple environments, including personal computers (PC), local area networks, and midrange and mainframe systems. IRIS-GUI displays payroll/personnel information from the IRIS mainframe system. With IRIS-GUI, customers can query and view IRIS mainframe data in the Windows environment on their PC's.

Interactive System Productivity Facility (ISPF). ISPF is a complete utility application that allows customers to perform several functions (e.g., browse, edit, move, copy, etc.) for handling data. ISPF includes a feature that allows customers to monitor the status of jobs that are executed and view data before printing.

Locator Information System (LIST). LIST is a directory which contains names, addresses, telephone numbers, building location, and other pertinent personnel information on certain employees. Various reports are also produced from this system.

Management Account Structure Codes System (MASC). MASC provides customers with direct system

access to add, replace, delete, and query table data. MASC is composed of tables and accounting documents that contain support information for the edits, references, reports, and identifiers used in application programs. This support information (e.g., descriptions, accounting codes, activity codes, Treasury symbols, etc.) ensures that NFC maintains a high degree of data integrity and validity. Therefore, it is important that MASC contain up-to-date and accurate data.

Name Employee Database (NEMP). NEMP contains data as it relates to the employee.

Payroll Accounting System (PACS). PACS is a financial management and data collection and reporting system. It also has the capability to correct forced released accounting data.

Payroll Processing System (PAYE). PAYE performs the complicated computation routines required to produce net salary data for disbursement and transmission to Treasury. In addition to creating disbursement data, PAYE also creates accounting records that are processed and reported through the Payroll Accounting System. PAYE updates PPS database to reflect salary payments as well as employee's leave. PAYE processes twice, which is on the first Thursday or Friday and Saturday after the pay period. Payroll schedules are submitted to Treasury within 2 days after PAYE processes.

Payroll/Personnel Inquiry System (PINQ). PINQ is used to view employee pay and personnel data in PPS database. The data displayed in PINQ is the result of payroll/personnel transactions processed in PPS.

Payroll/Personnel Remote Entry System (PRES). PRES is used to enter payroll actions in PPS. PRES edits data during entry. Status reports are available on request through the Report Generator System (CULPRPT).

Personal Computer Time and Attendance Remote Entry System (PC-TARE). PC-TARE is used to prepare and create a transmit file of time and attendance (T&A) data, and send it electronically to NFC.

Personnel Action Processing System (PACT). PACT is an online personnel action entry system for current and future personnel actions. Each personnel action screen is designed for each specific nature of action code (NOAC) and includes required Central Personnel Data File (CPDF) and option (non-CPDF) data elements for the NOAC. PACT performs front-end editing. After all front-end edits are satisfied, further editing is performed in the Personnel Edit Subsystem (PINE). Status reports are available on request through CULPRPT.

Personnel Edit Subsystem (PINE). PINE edits personnel actions, position data, and payroll transactions entered through NFC's entry systems, EEX, and FESI before they are applied to PPS database. Actions that fail PINE edits are placed in SING/EPIC.

Personnel History Information System (PHIS). PHIS is a database that currently stores 7 years of historical payroll and personnel data. This system allows customers to retrieve personnel actions so that correction/cancellations can be processed.

Personnel Office Desktop Solutions (PODS). PODS is an entry system deployed in a Windows environment used to submit a request for approval of a personnel action and create position-related data for classifying, announcing, and filing positions. PODS interfaces with EPIC for the processing of personnel actions and with PMSO for the processing of position-related data.

Personnel Processing System (PEPL). PEPL performs the update function in the personnel areas of the database and produces a log of all transactions applied to the database as well as utilization statistics and management reports. PEPL codes PPS database to allow PAYE to feed applicable payroll data to the appropriate subsystems.

Position Management System (PMSO). PMSO is a position-oriented database management system that gives customers the ability to add, change, inactivate, reactivate, and delete positions. Position data is entered through PMSO and linked internally with employee data during the processing of PINE when a personnel action is processed to update PPS database.

Pullers for Payroll/Personnel Documents (PEP51). PEP51 is used to: (1) delete payroll/personnel actions from PPS database that were applied in the current processing pay period and sends these actions to SINQ, (2) delete, correct, or view documents in the future file or (3) hold documents currently in suspense for one pass only or indefinitely.

Reduction In Force (RIF). RIF is used to create batch reports for an agency planning a reduction in force. These reports group employees in the same competitive areas, employing offices, etc., using service time to determine seniority within the agency.

Remote Forms Queuing System (RFQS). RFQS allows for the viewing and/or printing, at remote site destinations, of certain payroll and personnel output forms and reports generated by NFC.

Payroll/Personnel Report Generator System (CULPRPT). CULPRPT is a reporting system that utilizes information in PPS database to generate formatted reports on an “as- needed” basis. Agencies can retrieve specific data for their employees in predefined report formats. CULPRPT reports are currently available to all agencies and are categorized into 3 types of reports: (1) Payroll/Personnel Reports, (2) PACT/PRES Reports, and (3) Error Suspense Reports.

Retirement Processing System (RETM). RETM keeps track of all retirement deductions and other information needed by various retirement systems. A report of how much retirement is deducted during the year is generated on an Individual Retirement Record, SF-2806 (CSRS)/SF-3100 (FERS), and submitted to OPM with the employee's retirement package. RETM records how much an employee has paid toward retirement, all personnel actions, deductions, etc. RETM maintains service history and retirement payroll data in a master record. This master record interfaces with the tracking record that is entered by the agencies/bureaus. Agencies use RETM to track the processing of applications for retirement benefits in the event of an employee's (1) retirement, (2) death, or (3) separation with a request for a refund of retirement contributions.

Security Entry and Tracking System (SETS). SETS is used to track security clearances and investigations performed by the Office of Personnel Management and other investigating agencies. SETS also tracks the billing associated with the investigative services.

Special Payroll Processing System (SPPS). SPPS an online data processing system used to process quick service payments, final salary payments for indebted employees, and payments to the estate of a deceased employee.

Statement of Earnings and Leave System (EARN). EARN provides customers access to employees' Statement of Earnings and Leave (also referred to as an *E&L statement*). customers may view and print up to 26 pay periods of earnings and leave data, print an online copy of the E&L statement, and request an official copy of Form AD-334, Statement of Earnings and Leave.

Suspense Inquiry and Correction System (SINQ). SINQ is a correction system that allows customers to view and correct payroll/personnel actions that fail to pass the PINE edits. Payroll/personnel actions that do not successfully pass PINE edits are placed in the SINQ database until errors are corrected. Error suspense reports are produced through CULPRPT and identify errors with PINE edit messages.

System for Time and Attendance Reporting (STAR). STAR is an entry system deployed in a Windows environment used to record and transmit time and attendance data.

T&A Online Suspense Correction and Document Addition System (TSUS). TSUS is a correction system used by NFC personnel to correct time and attendance (T&A) reports that failed the TIME edits.

T&A Validation System (TIME). TIME reads, collects, edits, and validates Time and Attendance (T&A) data transmitted to the payroll office. TIME updates PPS database, thereby establishing the hours and type of pay for which the employee is paid.

Table Management System (TMGT). TMGT contains valid values and descriptions for selected data elements used in the payroll/personnel, financial, and administrative systems. TMGT allows customers to inquire, update, request reports, and view documentation data for the various tables used in the application programs. TMGT also produces certain labels.

Time Inquiry - Leave Update System (TINQ). TINQ is an online leave entry and correction system used to update leave data. It is also used to transfer leave data from donors to approved leave recipients participating in the Leave Sharing Program. Changes are reflected in IRIS/PINQ immediately.

Thrift Savings Plan System (TSPS). TSPS handles recordkeeping for the 401(k) type retirement plan in accordance with the Federal Employee's Retirement System Act.

Training Information System (TRAI). TRAI is used to enter, correct, store, and query training data, and report on training information. TRAI also provides an online listing file for training occurrences, and prints the SF-182, Request Authorization, Agreement, and Certification of Training, upon request.

Travel System (TRVL). TRVL is used to process travel authorizations, travel advances, and travel vouchers for temporary duty (TDY) and relocation travel. TRVL alerts PPS when an employee has an excessive travel advance amount and collection is made from the employee's salary. Moving allowances processed in TRVL are also updated in PPS so the amount can be recorded on the employee's W-2, Wage and Tax Statement.

Unemployment Compensation for Federal Employees System (UCFE). UCFE is used to provide information on payroll and separation data that is required in the completion of state unemployment forms.

VTAM Printer Support System (VPS). VPS is a software package used for printer control. The customer is allowed to monitor and control VPS specifically defined 3270 type printer.

W-2 Online Processing System (WTWOINQ). WTWOINQ displays W-2 information for (1) all salary payments processed in PPS database or processed manually, (2) moving allowances processed in the Travel System (TRVL), and (3) the Forest Service Casual Employee Time Reporting System (CETR) payments processed for Federal and non-Federal employees. In addition, corrected W-2 information is also displayed in

WTWOINQ when a corrected W-2 is issued.

WTWO System. WTWO is a Windows application that displays W-2 information for (1) all salary payments processed in PPS database or processed manually, (2) moving allowances processed in the Travel System (TRVL), and (3) the Forest Service Casual Employee Time Reporting System (CETR) payments processed for Federal and non-Federal employees. In addition, corrected W-2 information is also displayed in WTWO when a corrected W-2 is issued. Agencies/bureaus can print a copy of the W-2.

Payroll/Personnel Processing Cycle

Payroll/Personnel transactions are processed through **PINE** every Monday through Friday and the first Saturday of each pay period. The first pass of PINE for the current pay period processes on the second Monday of the pay period. **Note:** These transactions must be entered before the first pass of PAYE which is the first Thursday or Friday of the following pay period.

Time and Attendance (T&A) Reports are processed through **TIME** on the first Monday through Saturday of the following pay period. T&A's must be transmitted before the first pass of PAYE which is the first Thursday or Friday of the following pay period. **Note:** All T&A's should be transmitted to NFC no later than the Tuesday following the last day of the pay period.






PAYE is processed on the first Thursday and Friday or as workload demands Saturday after the pay period. Payroll schedules are submitted to Treasury on these 2 days after PAYE processes.

BEAR processes on the second Sunday after the pay period.

















Direct Deposit/Electronic Funds Transfer (**DD/EFT**) **payday** is the second Monday of the following pay period.

Payday (official) is the second Thursday of the following pay period.

P a y r o l l / P e r s o n n e l P r o c e s s i n g C y c l e

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	PP 24 First Pass PINE 				PP 24 	T&A's Entered & Transmitted

PP
24

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	 	 	 	 PP 24 	 	 PP 24 
T&A's Entered, Transmitted, Edited, and Corrected →						
 PP 24 BEAR	 PP 24 Payday			 PP 24 Payday		

PP
25



PINE



TIME



PAYE



BEAR



EFT
PAYDAY

PAPER CHECK
PAYDAY

Appendixes**List Of Acronyms And Terms**

ABCO	Administrative Billings and Collection System
ADJP	Adjustment Processing System
BEAR	Bi-Weekly Examination Analysis and Reporting System
CAS	Central Accounting System
CEAS	Customized Executive Analysis System
CETR	Forest Service Casual Employee Time Reporting System
CFR	Code of Federal Regulations
CPDF	Central Personnel Data File
CULPRPT	Payroll/Personnel Report Generator System
DAB	Directives and Analysis Branch
DD/EFT	Direct Deposit/Electronic Funds Transfer
DOTSE	Document Tracking System
DRBS	Document Rollback System
EARN	Statement of Earnings and Leave System
EEX	Employee Express
EMCP	Employee System
EMPR	Employment Reporting System
EPIC	Entry, Processing, Inquiry, and Correction System
EPP	Employee Personal Page
FESI	Front-end System Interface
FINQ	Future Inquiry System
FOCUS	FOCUS Reporting System
FPM	Federal Personnel Manual
HCUP	History Correction Update Processing System
IRIS	Information/Research Inquiry System
IRIS-GUI	Information/Research Inquiry System With Graphical User Interface
ORS	Internal Revenue Service
ISPF	Interactive System Productivity Facility
IT	Information Technology
LIST	Locator Information System
MASC	Management Account Structure Codes System
NEMP	Name Employee Database
NFC	National Finance Center
NOAC	Nature of Action Code
OPM	Office of Personnel Management

PACS	Payroll Accounting System
PACT	Personnel Action Processing System
PAYE	Payroll Processing System
PC	Personal Computers
PC-TARE	Personnel Computer Time and Attendance Remote Entry System
PEPL	Personnel Processing System
PEP51	Pullers for Payroll/Personnel Documents
PHIS	Personnel History Information System
PIN	Personal Identification Number
PINE	Personnel Edit Subsystem
PINQ	Payroll/Personnel Inquiry System
PMSO	Position Management System
PODS	Personnel Office Desktop Solutions
PPS	Payroll/Personnel System
PRMS	Permission System
RETM	Retirement Processing System
RFQS	Remote Forms Queuing System
RIF	Reduction In Force System
SCD	Service Computation Date
SETS	Security Entry and Tracking System
SINQ	Suspense Inquiry and Correction System
SPPS	Special Payroll Processing System
STAR	System for Time and Attendance Reporting
T&A	Time and Attendance Report
TC	Transaction Code
TDY	Temporary Duty
TIME	T&A Validation System
TINQ	Time Inquiry - Leave Update System
TMGT	Table Management System
TRAI	Training Information System
TRVL	Travel System
TSP	Thrift Savings Plan
TSPS	Thrift Savings Plan System
UCFE	Unemployment Compensation for Federal Employees System
USER-ID	User Identification Number
VPS	VTAM Printer Support System
WTWO	WTWO System (Windows version)
WTWOINQ	W-2 Online Processing System (block mode version)